

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
JULY 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries	378												378
Number of Complaints Drafted	162												162
% of inquiries drafted	43%												43%
Employment	125												125
Housing (Real Estate)	21												21
Public Accommodation	14												14
Credit	1												1
Education	1												1
Unknown	0												0
Number of Complaints Formalized	95												95
Employment	60												60
Transferred from EEOC*	0												0
Housing (Real Estate)	23												23
Transferred from HUD**	4												4
Public Accommodation	12												12
Credit	0												0
Education	0												0

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Total Number of Inquiries by Region	378												378
Region 1	41												41
Region 2	40												40
Region 3	30												30
Region 4	11												11
Region 5	180												180
Region 6	18												18
Region 7	10												10
Region 8	25												25
Region 9	17												17
Unknown/Out of State	9												9

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
% of Aged Cases by Area													
Employment	12%												12%
Housing (Real Estate)	0%												0%
Public Accommodation	19%												19%
Credit	0%												0%
Education	31%												31%
Open Cases by Area													
Employment	701												
Housing (Real Estate)	75												
Public Accommodation	98												
Credit	1												
Education	39												

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Number of Cases Closed	80												80
Employment	63												63
Housing (Real Estate)	5												5
Public Accommodation	5												5
Education	7												7
Credit	0												0
Type of Closure													
NPC	58												58
CWS	10												10
CW	6												6
AD	4												4
FO	2												2

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Jan 2015	Feb 2015	Mar 2015	Apr 2015	May 2015	June 2015	Year to Date
Probable/Reasonable Cause Findings	3												3
Employment	3												3
Housing (Real Estate)	0												0
Public Accommodation	0												0
Education	0												0
Credit	0												0
Active Cases													
Employment	34												
Housing (Real Estate)	12												
Public Accommodation	7												
Education	4												
Credit	0												
Average Age of Cases since NOF*	287												

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Hughes, D. v. Howard County Sheriff Department is an employment case based on disability. Complainant alleged that he was denied a reasonable accommodation which resulted in him getting terminated.

Marshall, S. v. Sugar Creek Group, LLC d/b/a Sugar Creek Nursing and Rehabilitation is an employment case based on race. Complainant alleged that she was terminated when she engaged in conduct similar to that of a Caucasian employee; however the Caucasian employee was issued a written reprimand.

Vernon, L. v. Sugar Creek Group, LLC d/b/a Sugar Creek Nursing and Rehabilitation is an employment case based on race and disability. Complainant alleged that she was terminated when she engaged in conduct similar to that of a Caucasian employee; however the Caucasian employee was issued a written reprimand.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Sharma, K. v. House of Kids Daycare is an employment case based on religion. Complainant alleged that she was terminated because of her religion. The case was closed with a settlement.

Joiner, J. v. Greater Education Opportunities Foundation is an employment case based on sex and race. Complainant alleged that he was terminated because of his sex and race. The case was closed with a settlement.

Articles of Interest:

ICRC Director to receive 2014 Rev. Charles Williams Award (July 31, 2014 Indiana Sports Corp)

<http://www.indianasportscorp.org/news/jamal-l-smith-to-receive-2014-rev-charles-williams>

Impulsive blame: community furious after DJ is fired in Broad Ripple (July 31, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/local/article_9011e724-18bd-11e4-8ae3-001a4bcf887a.html

BMV to offer driving tests in several languages (July 30, 2014, WANE-TV)

<http://wishtv.com/2014/07/30/bmv-to-offer-driving-tests-in-several-languages/>

State of Indiana has new emergency response tool (July 29, 2014 Indiana News Center)

<http://www.indianasnewscenter.com/news/local/State-Of-Indiana-Has-New-Emergency-Response-Tool-269092941.html>

'IN Focus' will discuss civil rights this week (July 24, 2014, Palladium-Item)

<http://www.pal-item.com/article/20140723/NEWS01/307230015/-IN-Focus-will-discuss-civil-rights-this-week>

State agencies and Haitian Association to host meeting Sunday (July 24, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2812.htm>

Allisonville Students Win Contest (July 23, 2014, Metropolitan School District of Washington Township)

<http://www.msdt.k12.in.us/2014/07/allisonville-students-win-contest/>

Registration now open for Civil Rights Conference in September (July 23, 2014, Great Lakes Equity Center)

http://glec.education.iupui.edu/eli-registration.html?utm_source=BenchmarkEmail&utm_campaign=Ensuring_Civil_Rights_in_Education_&utm_medium=email

ICRC finds discrimination practice against Greenfield business (July 22, 2014, Shelbyville News)

http://www.shelbynews.com/news/article_8e99ff0a-11d6-11e4-af9c-0019bb2963f4.html

More than 300 in attendance for IBE's Education Conference (July 18, 2014 ICRC Newsroom)

<http://www.in.gov/icrc/2808.htm>

Indiana Names Hispanic, Latino Affairs Leader (July 17, 2014, Inside Indiana Business)

<http://www.insideindianabusiness.com/newsitem.asp?ID=66152>

Civil Rights Commission alleges Howard County Sherriff's Dept. unlawfully fired jail officer (July 15, 2014, Kokomo Tribune)

<http://www.kokomotribune.com/local/x1927862345/Civil-Rights-Commission-alleges-Howard-County-Sheriffs-Dept-unlawfully-fired-jail-officer>

Indiana Civil Rights Commission rolls out plan (July 14, 2014, NUVO)

<http://www.nuvo.net/indianapolis/indiana-civil-rights-commission-rolls-out-plan/Content?oid=2872889#.U8QpMU1OXXI>

Negro League Baseball history event on Aug. 22 (July 13, 2014, The Herald Bulletin)

<http://www.heraldbulletin.com/local/x1927859236/Negro-League-Baseball-history-event-on-Aug-22>

Allen County Bar Assoc., ICRC to host CLE on August 29th (July 9, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2801.htm>

Kevin & J Company settles EEOC pregnancy discrimination suit (July 9, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/7-9-14a.cfm>

Negro League Baseball History event slated for August 22nd (July 8, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2800.htm>

ICRC releases FY 2015-18 Strategic Plan (July 7, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2799.htm>

South Bend marks anniversary of Civil Rights Act (July 2, 2014, South Bend Tribune)

http://www.southbendtribune.com/news/local/south-bend-marks-anniversary-of-civil-rights-act/article_6e8116c6-01ce-11e4-9985-0017a43b2370.html

HEA 1242 officially a state law (July 1, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2797.htm>

HUD settles discrimination claim against lender alleging it denied loans to women (July 1, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo_14-084